

A PUBLICATION OF THE
TEXAS JUVENILE JUSTICE DEPARTMENT

A Message From the Director



David Reilly

The last newsletter we issued was around the time of Hurricane Harvey. For many, it has been a long two months. I am particularly impressed with the preparedness of each of the affected counties. TJJD made contact with them and mostly heard, "We've got this!" Well done. One of my favorite things about being part of the Texas juvenile justice system is the support each corner of the system provides to the remainder. Harris, Victoria, Galveston and Hardin Counties each evacuated some of their kids. I know many counties offered bed space, transportation help, and other support. I am proud of our system and how we

pull together as a team, especially when a critical series of events demands no less.

At TJJD, we sheltered in place. Evins Regional Juvenile Center was well prepared but enjoyed blue skies. Giddings State School received a lot of rain, some of which ended up in the gymnasium due to a damaged roof. Our Houston District Office was closed for just over a week due to the flooding in the surrounding area. I am grateful that was the worst of it. Many in our state faced and are facing much worse.

We are taking the opportunity to review our emergency management plans. I hope each county does the same. We can never be too prepared.

In other news, a new Grants Unit has been established as part of the Probation and Community Services Division. This is part of a larger reorganization of the department with Lou Serrano at the helm. Now both the fiscal and programmatic functions of county grants are part of the grants unit, which streamlines TJJD's effectiveness for providing grant-related technical assistance. Additionally, the Division is filling two regional county program administrator positions, to support the Regionalization effort.

In Fiscal Year 2017, 188 youth were placed through Regionalization. TJJD received 337 diversion applications, 224 of which were approved. At a time when commitments were higher than projected at TJJD, these diversions were particularly helpful.

TJJD and other agencies are gearing up for the 13th Annual Strengthening Youth and Families Conference in Georgetown on October 30 through November 2, 2017. I know many from the field and the agency will attend this conference. I am particularly excited for the Youth in Custody Practice Model (YICPM) presentation by our own Rebecca Walters, senior director of youth placement and Michael Umpierre, a senior research fellow at the Center for Juvenile Justice Reform at Georgetown University. This presentation will highlight the significant work the agency has done and continues to do to implement best practices at our state facilities.

I thank everyone for the work you do every day to continue to move us forward toward our mission. It is a noble mission and we are up to it because of the commitment of each of you.



TJJD Mentoring Program featured in NDTAC's Mentoring Toolkit 2.0

The National Technical Assistance Center for the Education of Neglected or Delinquent Children and Youth (NDTAC), in conjunction with the American Institute for Research, just released The Mentoring Toolkit 2.0: Resources for Developing Programs for Incarcerated Youth, and it features TJJD's Mentoring Program. NDTAC serves as a national resource center to provide direct assistance to states, schools, communities, and parents seeking information on the education of children and youth who are considered neglected, delinquent, or at-risk.

Tammy Holland, TJJD's manager of community, family, and chaplaincy programs, helped launch the Toolkit during a nationwide webinar for juvenile justice officials on August 31, entitled "Designing Effective Mentoring Programs for Neglected, Delinquent, and Incarcerated Youth." Mentoring can provide the opportunity for at-risk youth and youthful offenders, who often have limited contact with positive adult role models, to form and sustain meaningful relationships.

NDTAC's Mentoring Toolkit 2.0 brings together information, program descriptions, and links to important resources that can assist staff of juvenile justice facilities and organizations to design effective mentoring programs for neglected and delinquent youth, particularly those who are incarcerated. Holland described the TJJD mentoring program design and shared lessons learned over the program's twenty-year history.

A former TJJD youth, named Elliott, wrapped up the webinar by sharing his personal experience as a mentee. Elliott talked about how mentoring changed the trajectory of his life, leading him to become the first person in his family to go to college.

His mentor, Judy Davis from the Gainesville State School, provided support to Elliott by sitting by his side during his presentation. Davis mentored Elliott for 6 months while he was at the Gainesville facility and she continues to stay connected to him. While at Gainesville, Elliott received his high school diploma and was an excellent football player. He has finished his first year of college and continues to succeed in his studies and at work.

The Toolkit concludes: “The TJJD mentoring program is a thriving program with almost 20 years of experience in providing high-quality mentoring services to incarcerated youth who are at high risk across the State of Texas. In FY 2015, 409

youth were served, and the program appears to have found a formula that provides a portfolio of mentoring options in a sustainable way. With positive outcomes related to lower rates of recidivism and higher rates of positive educational outcomes, this program offers a model that can inspire other similar programs across the United States.”

To access the Toolkit, go to <https://www.neglected-delinquent.org/resource/mentoring-toolkit-20-resources-developing-programs-incarcerated-youth>. For further information on TJJD's mentoring program, please contact Tammy.Holland@tjjd.texas.gov.



Mentor Judy Davis helps prepare Elliott for the webinar.



Videographer filming Elliott speaking during the webinar.

Mirror Image Visits Giddings State School



Staff and students welcomed youth ministry group, Mirror Image, to Giddings State School in July. Those in attendance were blessed to share in their worship and praise and to receive their message of encouragement.

The One Step Away tour is a traveling choir organized by the

First Baptist Church of Spartanburg, South Carolina, and includes youth in grades 9 through 12. They perform and travel through several states during the summer months spreading their message of faith, hope, and God's love. This year's tour brought them through Texas and included stops in San Antonio, Austin, and other TJJD facilities.

Giddings State School youth sang along to "Man in the Mirror" and listened to the powerful message

in the lyrics of every song the group performed. Mirror Image members shared with Giddings youth their own personal struggles through testimonials on cardboard signs that, when reversed, showed how God's love helped them overcome.

The One Step Away tour will continue traveling and performing their way back home and the Giddings staff and youth look forward to welcoming them the next time they're in Texas!



Denton Youth Tour Gainesville State School



High School youth from the Denton Police Youth Summer Program, along with four Denton Police Officers, enjoyed a tour of the Gainesville State School in July. The School Resource Officers hand select students from the assigned campuses. There are middle school, high school, and girls programs that have been operating since 2010.

Officer Keith Adams who coordinates the tours each year states, "I am involved because I want to continue to help make positive changes in kids' lives. There is no greater feeling than to be in the position to open up a kid's imagination, keep them out of harm's way, and steer them in the right direction."

While on campus, youth see what a dorm looks like, hear from young residents, tour the security unit, and see campus life. When asked why he chooses to bring youth to the Gainesville State School, Officer Adams replied, “I felt that the facility would provide the kids with the opportunity to see what the inside of a confined facility would feel like. They could see that if they didn’t make good choices in life, confinement could be a possibility. I want them to realize that trouble is easy to get into and hard to get out of. Freedom is priceless.”

TJJD Hosts 4th Annual Spelling Bee

On July 12, TJJD's Education Division hosted its 4th Annual Spelling Bee. The winner of the Spelling Bee was student H. P. from MRTC, second place was F. M. from Evins, and third place went to J. T. at Ron Jackson.

Students from across the state competed in on-campus spelling bees and the top three winners from each of TJJD's six campuses won an opportunity to compete in the District-wide Spelling Bee. The Spelling Bee was conducted out of Central Office via the Polycom system. The pronouncer for the Bee was Lori Thorp, the professional development coordinator. The judges were Kimbla Newsom, Lane Cartwright, and Dr. Marie Welsch. The official scorekeeper was Efrain Resendez.

Congratulations to our Spelling Bee Champion!

Below are some benefits of a spelling bee.

Competitive Spirit

Spelling bees allow individuals

to compete in a supportive environment. The brain activity and excitement that goes with a spelling bee is just as stimulating as a physical competition, which means that the whole competition can pump up the adrenaline of the contestants and the audience alike. A friendly rivalry is created and students are encouraged to interact with fellow participants and cultivate friendships.

Greater Knowledge

Learning words can get students interested in tracing the origin of a word and its etymology. This information will greatly enhance the knowledge base of a child, even at a very young age, and motivate them to develop a keen interest in learning new words.

Cognitive Skills

The spelling bee allows students to develop a range of cognitive skills including the ability to handle pressure. The learning process accompanying the spelling bee is likely to enhance students' memory and allow

students to develop better learning skills, which can prove to be highly beneficial during higher education.

Confidence

Such competitions can boost a student's confidence level. A spelling bee helps them gain the confidence they need to speak in public and accept their mistakes, while also getting the applause their hard work deserves.



Reading Specialist Cathy Berryhill presenting the 2017 spelling bee trophy to Carol Jo Mize, Principal at the Mart facility

Giddings State School Welcomes Bill Glass Ministry Team



On July 22, Giddings State School welcomed the Bill Glass Ministry team with the Behind the Walls event. The ministry event consisted of Behind the Walls team members who won the youth over with their inspiring life stories and extra special props. Speakers included a football player who is currently in the running to be a walk-on for the Green Bay Packers showing amazing strength and a racecar from the film *Talladega Nights*. Students saw the *Talladega Nights* racecar perform "burnouts" in front of the gym.

The ministry team shared their stories of overcoming adversity through their own personal stories of struggle and finding faith. Their personal stories

inspired both youth and staff alike and provided a beacon of hope and optimism for the future of our youth.

Gainesville PAWS Celebrates 1st Year Anniversary

It's hard to believe it has already been a year since PAWS (Pairing Achievement With Service) came to the Gainesville campus. The program, in place since June 2016, has done very well by both human and dog standards. Many dogs have been adopted, with one going on to do therapy work in the Dallas/Fort Worth area. PAWS also recently acquired a service dog in training from Service Dogs Inc. that will soon go to formal training at their Dripping Springs facility and be paired with a client in need.

Youth from the Gainesville facility did an incredible job building the one and only PAWS Dog Park for the program. Youth, along with the help and supervision of welding teachers Denver Foster and Dennis Westerlin, and Carl Motley, Director of Security, constructed, welded, and painted the dog park structure. "It was really a lot of hard work... and hot!" stated one youth who contributed his welding skills to the project.

Members from the Gainesville Student Support Council and Noah's Ark board members and staff attended the event. Youth and staff gave guests a tour of the dorm, answered many questions, and showed off some of their K9 training skills. All the guests remarked about how impressed they were with the youth, what they have been able to do with their dogs, and the great job they have done building the dog park. Noah's Ark staff were very impressed with the health and well-being of the dogs in the youth's care and how much all the dogs have improved in their appearance and behavior since being in the program. Youth in PAWS care for and train their

dogs to become more adoptable by training them in the American Kennel Club's "Canine Good Citizen" (CGC) program. Dogs are housed with the youth in their rooms and are available for adoption once they pass the CGC test.

Guests were treated to lunch a of BBQ pork chops and chicken prepared by Gainesville Manager Ron Stewart and potato salad and baked beans prepared by Food Service Manager Doris Garner. Youth served the guests and enjoyed the delicious meal themselves. Staff and youth did an exceptional job decorating and setting up the luncheon in the gym.

PAWS Administrator, Cris Burton, would like to recognize Manager Cathryn Hudspeth, PAWS Dorm Supervisor Varnard Oliver, PAWS Case Manager/JCO V Marsha Deeds, JCO V LaQuita Mitchell, and the rest of the PAWS dorm staff for all of their hard work and patience over the last year to make PAWS a success. Also a heartfelt thanks to the administration and support staff that have worked over the last year to create a great program for youth and dogs at Gainesville.

For a list and description of PAWS dogs available for adoption, visit:
<http://tjdpaws.blogspot.com/>

PAWS UP!!!



Regional Training Officers Meet to Discuss Basic Training Curricula Changes

TJJD hosted its annual Regional Training Officer (RTO) meeting in partnership with the Correctional Management Institute of Texas August 1-3, 2017, at Sam Houston State University in Huntsville. Regional trainers from around the state came together for this collaborative opportunity. (The primary goal of the workgroup meeting was to ensure the current content of the Juvenile Probation Officer Basic and Juvenile Supervision Officer Basic curricula are updated, relevant, applicable and written in a way that can be consistently delivered statewide to officers.) The RTO workgroup also welcomed several new members to the group.

In preparation for this workgroup

meeting, TJJD solicited input via its annual training survey for suggested changes to the curricula, and additional training resources that may be needed within the field. In addition to the survey results, other areas of discussion included: accomplishments from FY 2017; review of the JSO pilot exam questions and results; review of the JPO exam process; the development of a study guide for use by JPOs and JSOs; defining ways to enhance existing basic curricula; and the recruitment of new RTOs.

Delisha McLain, curriculum developer for the Juvenile Justice Training Academy (JJTA), will continue to work with the RTOs and a variety of subject matter experts to enhance outdated material and

develop new, relevant content. In the near future, JJTA will be finalizing completed curricula on Trauma Informed Care (revised), Cultural Equity (new), and Gender and Sexuality (new). TJJD will continue to send emails out to all departments when new curriculum is available to be downloaded, however, all departments and facilities are encouraged to ensure they are using the most updated material as provided on the TJJD training resources website.

Thanks to all of the RTOs who participated in this workgroup meeting. Their generous input and commitment made this a valuable experience for everyone who attended.

We look forward to your continued feedback on testing. If you have any questions or would like additional information regarding exams, the RTO meeting, the RTO process or if you would like to become a RTO and potentially serve on this workgroup, please contact Kristy Almager at 512.490.7125 or Kristy.Almager@tjtd.texas.gov or Chris Ellison at 512.490.7245 or Chris.Ellison@tjtd.texas.gov.



SPOTLIGHT



Van Foster

Parole Officer,
Dallas District Office

communities of origin.

What drives you to do a good job?

I want all children to know that there are people in this world that really have their best interest at heart. I want the youth I serve to be successfully reintegrated into their families and communities so that the children have opportunities to create a new path. If I tie youth and families to community

resources, opportunities
for successful reintegration
increases.

What are some of the biggest changes you've seen during your career?

Kids are tougher, families are less supportive of reintegration and communities seem to offer fewer resources for the children I serve. I really like that TJJD has moved towards a social service approach to decrease recidivism.

What is your proudest moment?

Marrying the love of my life and sharing eight kids with her.

What do you do in your spare time?

I spend my spare time being a husband, father, and grandfather. My life outside of work revolves around my wife and children. I like to stay active in the gym, listen to music, and practice shooting my handguns at the range.

What do you wish people knew about you?

People should know that I was a foster child for seven years. I myself became a foster parent to give back to a system that gave to me. After fostering for over 20 years, my family and I adopted five children. Yes, I have eight children!

What advice do you have to young employees just starting out today?

Don't expect windfall success when working with our youth but continually look for small approximations of success and build up from there.

What do you want your legacy to be?

I pray that others will search
their hearts and find my passion
to care for hurting children.

Parole Officer Van Foster was the August 2017 recipient of the TJJD Employee Excellence Award. Van began his employment with the agency in September of 1995 as a Program Administrator and is currently a Parole Officer III. Executive Director David Reilly said, "We want to publicly thank Van for his commitment, dedication, initiative, and excellence to the agency. We encourage all of you to express your appreciation to him, as well."

What enticed you to become a Parole Officer?

I knew becoming a parole officer would allow me to be involved in shaping the lives of children and families in their

Even when not at work, for Evins Regional Juvenile Center (ERJC) JCO Eric Aleman, the call for duty is usually close to him. In July, Aleman was enjoying his day off from work at South Padre Island appreciating the nice breezy weather with family and friends when he spotted a swimmer in distress who had gone out too far from the shoreline. Without

to hold onto the inflated ring, while two surfers approached and assisted them.

"Mr. Aleman is one of seven JCOs that were just certified last November as lifeguards," said ERJC Recreation Specialist Jose Castellanos. Castellanos went on to say that the lifeguard training program was coordinated with the City of Pharr Parks & Recreation Department at the Pharr Aquatic Center and focused on intensive swimming sessions to increase swimming endurance, practice multiple active drowning scenarios, submerged victim rescue scenarios, and the 300-meter swim, all in preparation for the test to earn the American Red Cross Lifeguard Certification. "Mr. Aleman acted in a professional manner, and because of his unselfish action, those two men are still with their families," said Castellanos.

DiAnna Reich of Van Zandt County is the program administrator for the Just Kids Hands On Pet Education (JK HOPE) Program which was recently profiled in the Grand Saline Sun newspaper. Reich is a Grand Saline police officer who handles code enforcement and animal control. The program has been in place for five years and has three aspects: Animal Shelter, School Intervention, and Community Awareness. With the Animal Shelter and School Intervention Programs, youth participate in a six-week program either at the shelter or at school with classroom time and hands on training working with a dog. The dogs are transformed into

Reich describes a success story that really hits home for her:

"Lolly came into our shelter and was one of the first dogs to be in the JK Hope program. She learned her basic skills from the program, but was looked over every time by potential adopters because they didn't like her look or she had more energy than what they could handle. The time came that I had to make the decision and my husband met her and well, she's got that 6'7" man wrapped around her paw. I'm so excited to get to use her for this program. She loves the attention from the kids and it's been wonderful so far seeing kids who have that tough exterior or front, melt when she gives them hugs and attention."

Evins Epiphany Retreat Another Success!

Twenty-four youth volunteered to participate in a three-day Epiphany weekend retreat at Evins Regional Juvenile Center this summer. "This is a remarkable number of youth that decided to stay for the whole program", said Evins Chaplain Luis Alvarado. Community Relations Coordinator Fidel Garcia added, "When you see this number of kids saying, 'I like what I see and it keeps me focused and entertained while,' that is a good thing." Epiphany weekends are non-denominational retreats for the youth and are scheduled twice a year. The days are long, usually 12 hours of in-depth spiritual programming combined with music, singing, skits, meditation, scripture reading, board games, arts and crafts, and lots of different types of snacks and food throughout the retreat.

Eighteen-year-old Andrez who participated for the first time, said, "I think it was wonderful. People showed me they cared about us. These people don't even know us and they showed us love. When it was over, I felt different; it moved me

in a different direction and brought me closer to God." Another 18-year-old, Brando, said, "I would thank them for showing me that I am loved and that people are caring for me and that God's love is unconditional. I loved the games and the songs,

"I loved it! The boys were great! I'll be back again!"

New Epiphany Volunteer
Diane Bleibdrey

and I even wrote a song and sang it to them. It is called 'Shining On Me' and it expresses my testimony of my life and my past and how God has forgiven and saved me." Lastly, a 16-year-old from San Antonio who cannot be identified because of his age, said, "At first I went for the food. This one kid told me that there would be lots of food. So, I went. By the second day I was very interested in what they had to say and what was going on, and it was not about the

food anymore. So, I stayed the three days. The whole thing just felt good!"

Evins Superintendent Tamu Steptoe said, "I thank the volunteers for their unconditional dedication regarding helping these young men understand what they want, what they need, and feel who they are. That's an Epiphany." A new volunteer to the group was Diane Bleibdrey who said, "I loved [the retreat] it! The boys were great! I'll be back again!"

This year, the lay director was volunteer Jeff Eaton assisted by Lay Director Olga Lozano and about 30 other volunteers. Volunteer Pastor Graciano Castaneda is the leader of the Church of Acts organizing the weekend retreats with the assistance of Epiphany Ministries of Texas. After the retreat, the volunteers will follow up with the boys once a month until the youth is home.

The next volunteer retreat is an Acts Retreat in November sponsored by the Catholic Dioceses of Brownsville and the Christ on the Cross group from our Lady of Sorrows.



A woman with short blonde hair and glasses, wearing a red vest over a blue shirt, is smiling and pointing at a book. She is interacting with a young girl with long red hair who is looking at the book. The background shows a bulletin board with various posters, including one titled "CSR STAR".

The Foster Grandparent program has been in existence since 1965 and it is in every state in the United States, Puerto Rico, and the Virgin Islands. It is a federal program with the state of Texas as the sponsor. Foster grandparents receive an hourly stipend that does not affect social security or other benefits, transportation cost assistance as well as sick, vacation and holidays paid. Seniors will work with children 15-40 hours per week with

"We are excited to bring this program into the classrooms," said Principal Beverly Sumners of TJJD-Ron Jackson. Sheryl Millwee, teacher, said, the youth are working with foster grandparent Barbara Hawkins and are "very appreciative of her help and are happy to see her. I have seen visible changes in their demeanor

Anyone interested in becoming a foster grandparent should contact Penny Riggs at Ron Jackson State Juvenile Correctional Complex at 325-641-4240 or Debra Young at Foster Grandparent Program at 325-795-5704.

Upcoming TJJD Sponsored or Co-Sponsored Trainings

Regional Training (West Texas)

October 16-20, 2017 (Hours TBD)

Concho Valley CSCD - San Angelo, TX

[Click here](#) for additional details or to register

13th Annual Strengthening Youth & Families Conference

October 30-November 2, 2017 (Hours TBD)

Sheraton Hotel - Georgetown, TX

[Click here](#) for additional details or to register

Regional Training (Central Texas)

November 13-17, 2017 (Hours TBD)

Bell County Juvenile Probation - Killeen, TX

[Click here](#) for additional details or to register

Training for Trainers: Mandatory Cultural Competency Topics

November 28-30, 2017 (18.00 Hours)

Williamson County Juvenile Probation - Georgetown, TX

[Click here](#) for additional details or to register

Trauma Informed Care Training for Trainers

December 12-13, 2017

Crown Plaza Hotel - Austin, TX

Additional information available in late October

31st Annual Juvenile Law Conference

February 26-28, 2018 (Hours TBD)

Horseshoe Bay Resort - Horseshoe Bay, TX

Conference, hotel, and registration information available in November

Links to these trainings can be found on the TJJD website at
http://www.tjjd.texas.gov/regionaltraining/tjjd_trainings.aspx

Upcoming TJJD Sponsored Webinars

Addressing the Needs of Girls in the Juvenile Justice System and Interrupting the Abuse to Prison Pipeline

October 25, 2017 (2.00 Hours)

[Click here](#) to register

Tough Decisions: Ethics for Justice Providers

November 8, 2017 (2.00 Hours) | [Click here](#) to register

Ethical Decision Making Model: Practical Tools

November 9, 2017 (2.00 Hours) | [Click here](#) to register

WEBINAR SERIES ON CHAPTER 344 RULE CHANGES

TJJD recorded a webinar series on the revisions to Texas Administrative Code, Chapter 344 related to employment, certification and training, along with conforming changes to other TAC chapters. The goal of this webinar series is intended to highlight the most substantial changes made to the rules, and is not intended to be an exhaustive review of every change made and for users to have the ability to view only those sections that may be applicable to their role and function. The revised rules will take effect on February 1, 2018. To view the webinar series, click on <http://www.tjjd.texas.gov/regionaltraining/webinars.aspx>.

ARCHIVED WEBINARS

Did you miss a webinar previously scheduled? All webinars hosted by TJJD's Juvenile Justice Training Academy are archived and may be viewed online at the JJTA Webinars page found on <http://www.tjjd.texas.gov/regionaltraining/webinars.aspx>. Most of the topics are still very relevant and can be a great resource for information. A select list of the topics includes: Synthetic Drugs; Pitfalls of Social Media; Defining Program Activities, Program Fidelity, and Program Outputs; Education and Juvenile Justice; Growing up in Crisis; Millennials and Generational Differences; Cultural Diversity; Grooming; Slavery in Your Community; Identifying and Responding to DMST; Non-Suicidal Self Injurious Behavior & Suicide; Fetal Alcohol Spectrum Disorders; Basic Gang Class; Texas Schools, Bullying and the Law; Looking Forward: Managing Change in the Workplace; Incident Report Writing; Gender-Responsive Services in Juvenile Justice; and much more.

Employees Receiving Tenure Awards

TJJD would like to recognize the following employees who have received a tenure award since September 2017. On behalf of the agency, we extend our sincerest gratitude and appreciation for their dedication and service to the State of Texas.

September 2017

FIVE YEARS OF SERVICE

Ashley M. Montez	<i>Austin</i>
Bernardo Garza	<i>Evins</i>
Danuta G. Godlewski	<i>Giddings</i>
James E. Bickham	<i>Giddings</i>
Scott B. Reynolds	<i>Giddings</i>
Stephen J. Austin	<i>Giddings</i>
Wayne L. Rackel	<i>Giddings</i>
Amber N. Wilkins	<i>McLennan CSJCF</i>
Bobby J. Dillard	<i>McLennan CSJCF</i>
Robert L. Ridley	<i>McLennan Phoenix</i>
Curtis Hurst	<i>McLennan RTC</i>
Wanda L. Hill	<i>McLennan RTC</i>
Gracie D. Arispe	<i>Ron Jackson</i>
Helen S. Spearman	<i>Ron Jackson</i>
Rocky L. Black	<i>Ron Jackson</i>

TEN YEARS OF SERVICE

Sedria Stevenson	<i>Austin</i>
Tami L. Pilkilton	<i>Gainesville</i>
Tammy E. Weatherspoon	<i>Gainesville</i>
Garry L. Blasig	<i>Giddings</i>
Christina R. Leaks	<i>McLennan CSJCF</i>
Destini M. Anderson	<i>McLennan CSJCF</i>
Megan R. Schultz	<i>Ron Jackson</i>

FIFTEEN YEARS OF SERVICE

Geno A. Levesque	<i>Gainesville</i>
Nancy F. Johnson	<i>McLennan CSJCF</i>
Portia R. Jones	<i>McLennan CSJCF</i>

TWENTY YEARS OF SERVICE

Forrest A. Mitchell	<i>Austin</i>
Patricia M. Cooley	<i>McLennan CSJCF</i>
Valarie Cephu	<i>McLennan RTC</i>
Johnny R. Reece	<i>OIG Field</i>

TWENTY-FIVE YEARS OF SERVICE

Alejandro De La Garza	<i>OIG Field</i>
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THIRTY YEARS OF SERVICE

Clynisse E. Sterling	<i>Austin</i>
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October 2017

FIVE YEARS OF SERVICE

Stephanie M. Valdez	<i>Austin</i>
Caroline Rickman	<i>Austin</i>
San Juana E. Garcia	<i>Evins</i>
Timothy M. Hinds	<i>Evins</i>
Norberto Barrera	<i>Evins</i>
Logan K. Smith	<i>Gainesville</i>
Marshall G. Good	<i>Gainesville</i>
William E. Parks	<i>McLennan CSJCF</i>
Amanda K. Walker	<i>McLennan Phoenix</i>

TEN YEARS OF SERVICE

Sarah D. Cumba	<i>Brownwood HWH</i>
Nathan R. Dunk	<i>Giddings</i>
Kenneth G. Burrill	<i>McFadden Ranch</i>
Laquitha N. Morrow	<i>McLennan CSJCF</i>
Steven C. Blackwell	<i>McLennan CSJCF</i>
Mayme M. Barrett	<i>McLennan RTC</i>
Granyon M. Perry-Wooden	<i>Region 3 South</i>
Zackary J. Quinn	<i>Ron Jackson</i>
Eliceo Vargas	<i>Ron Jackson</i>
Patricia L. Deering	<i>Ron Jackson</i>

FIFTEEN YEARS OF SERVICE

Beverly L. Rashard	<i>Brownwood HWH</i>
Kathryn J. Hallmark	<i>Giddings</i>
Jarrod H. Jordan	<i>OIG Field</i>
Cynthia S. Wood	<i>Ron Jackson</i>
Sebastian M. Estades	<i>Ron Jackson</i>
James T. Bagley	<i>Ron Jackson</i>

TWENTY YEARS OF SERVICE

Joe I. Holguin	<i>Austin</i>
Michael T. Studamire	<i>Gainesville</i>
Trinidad Correa	<i>Giddings</i>
Annette L. Neal	<i>Giddings</i>
Sharon A. Celestine	<i>McFadden Ranch</i>
Loretta Y. Wesley	<i>McLennan CSJCF</i>
Timothy W. Fortenberry	<i>McLennan Phoneix</i>

TWENTY-FIVE YEARS OF SERVICE

Karen D. Kennedy	<i>Austin</i>
Ruben R. Ramirez	<i>Evins</i>

THIRTY YEARS OF SERVICE

Paula L. Martinez	<i>Austin</i>
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